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INSTITUTION

OF THE

GENERAL ASSOCIATION  
*the* SUBORDINATE  
ASSOCIATIONS *and the*  
General President's Decisions

OF THE

**Lithographers'**  
International  
Protective and Beneficial  
Association

OF THE

UNITED STATES AND CANADA.

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NEW YORK, JULY 23, 1901.

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CONSTITUTION

OF THE

GENERAL  
ASSOCIATION

OF THE

LITHOGRAPHERS'

INTERNATIONAL  
PROTECTIVE AND BENEFICIAL  
ASSOCIATION

OF THE

UNITED STATES AND CANADA.

## NOTICE.

It is particularly requested that when a member receives a copy of these Constitutions he will read them attentively, as he will not be allowed to plead ignorance should he act contrary to them.

These Constitutions contain the laws regulating and governing the members of the L. I. P. and B. A., and a copy will be supplied by the S. A.'s Secretary to each member on application.



# CONSTITUTION.

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## ARTICLE I.

### NAME AND OBJECTS.

SECTION 1. This Association shall be known as the LITHOGRAPHERS' INTERNATIONAL PROTECTIVE AND BENEFICIAL ASSOCIATION OF THE UNITED STATES AND CANADA.

SEC. 2. The objects of this Association are, to protect the individual and collective trade interests of its members; to regulate and advance the interests of Lithography; to impart to its members the most advanced and improved methods of work in all its branches; such knowledge to be the secret property of the members of the Association; to be a bureau for the practical distribution of situations and help to its members; to promote mutual interests between employers and employees in a just and equitable manner; to afford material aid to its members and their dependents by establishing a fund for the relief of the sick; to establish a mortuary fund from which on the satisfactory evidence of the death of a member of the Association who has complied with all its lawful requirements, a sum not exceeding \$500 shall be

paid to the wife, children, relatives of, person or persons as limited by Article IX., whom he shall have described on his Benefit Certificate.

## ARTICLE II.

### JURISDICTION.

SECTION 1. This Association shall have full and final jurisdiction and is the highest tribunal in the trade. It possesses the power and authority to make, amend or repeal the fundamental general laws and regulations of the Association, to finally decide all controversies arising in the Association, to issue all charters, membership books and supplies requiring uniformity to subordinate bodies. It can also tax the members of the several subordinate bodies for its maintenance.

SEC. 2. S. A.'s under the jurisdiction of this G. A. shall be composed of Artists, Engravers, Transferrers, Steampress Printers, Provers, Handpress Printers and Aluminum Zinc Printers of Lithographic process only. This section shall not debar from membership any person who at the time of the organization of this Association was recorded on the books as a member.

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Note—It is the sense of this Convention that we give to the Stone Grinders and Polishers, Artists and Engravers, our moral and, if necessary, our financial support, and recommend that an Arbitration Board of three be appointed in the event of any anticipated trouble in strikes or lockouts or to assist in organizing them.

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ARTICLE III.

## REPRESENTATION.

SECTION 1. Each subordinate body shall be entitled to one (1) representative for the first fifty (50) members or fraction thereof, and one (1) additional representative for every fifty (50) or majority fraction thereof, as shown upon the reports for the quarter ending April 1 preceding quadrennial meeting. S. A.'s shall not be entitled to representation unless they are clear on the books of the G. A.

SEC. 2. Representatives to the quadrennial meeting from S. A.'s must be nominated at the first regular meeting in April and elected by ballot at the first meeting in May next preceding the quadrennial meeting. Alternates shall be elected as each S. A. may decide.

SEC. 3. No member shall be eligible as a representative to the quadrennial Convention who has not paid all his indebtedness up to date of nomination and been in good standing for the year previous. This rule shall not apply to S. A.'s organized within one year of the date of the quadrennial session of the G. A.

SEC. 4. No member shall be eligible to election as delegate unless he be actively engaged in the business.

SEC. 5. No member who is not actively working at the business shall be entitled to vote, voice or

discuss any question at a meeting of an S. A. without the consent of the S. A. To be decided by a vote of the S. A.

SEC. 6. Each representative must present to the General Association his membership book and a credential issued by the Subordinate Association, signed by the President and Recording Secretary, and attested by the seal, with the full name and address of the representative.

SEC. 7. Expenses of the representatives must be paid from the general fund of the General Association.

SEC. 8. The expenses of such General Officers as are entitled to attend the regular sessions of the quadrennial meeting, shall be paid from the general fund of the General Association.

SEC. 9. Representatives to the quadrennial meeting of the G. A. shall receive a per diem allowance of three dollars and fifty cents (\$3.50), and their transportation expenses to and from the session. In addition, representatives shall receive compensation for the actual wages lost in traveling to and from the meeting, and also while it is in session.

SEC. 10. Each representative must hand in full bill of his expenses before session adjourns and same must be read and approved by Convention before being paid.

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ARTICLE IV.

## MEETINGS.

SECTION 1. This Association shall hold its regular quadrennial meetings beginning on the second Monday in July, at such hour and place as may have been previously determined.

SEC. 2. Special meetings may be called by the General President when deemed necessary or at the request of a majority of the subordinate bodies. Such meetings shall be composed of delegates elected to the preceding meetings.

SEC. 3. A quorum of this General Association shall be a majority of the delegates elected.

## ARTICLE V.

## OFFICERS AND THEIR DUTIES.

SECTION 1. The Officers of the Association shall consist of a General President and (4) four Vice-Presidents, known as General Vice No. 1, Vice No. 2, Vice No. 3 and Vice No. 4; a General Secretary-Treasurer and a General Secretary-Treasurer of the Mortuary Fund, who shall be elected by ballot at the quadrennial session of the Association.

SEC. 2. The General President shall preside at all sessions of this Association, enforce all laws, when the Association is not in session, and have general superintendency of the Association, and sign all documents that require the signature of the President and appoint all Committees. He

shall decide all questions of law, which decisions shall be subject to appeal to the General Executive Board; make the quarterly pass-word, and forward the same to the S. A. Presidents the first week in January, April, July and October, fill all vacancies occasioned by death or otherwise, excepting General Secretary-Treasurer and General Secretary of Mortuary Fund. In the event of a vacancy occurring in either the office of General Secretary-Treasurer or Secretary of the Mortuary Fund through failure of either Secretary, the office shall be filled by a majority vote of the General Executive Board. He shall demand that the bonds of the General Secretaries be deposited within thirty days of their election, and if the said bonds be not deposited within that time, he shall declare the position or positions vacant, and immediately appoint a successor or successors. On April 1, next succeeding the quadrennial session of the General Association and on the same date of each of the following two (2) years; he shall prepare a report of all his official acts and cause the same to be sent to the several S. A's in conjunction with the reports of the General Secretary-Treasurer and the Secretary-Treasurer of the Mortuary Fund hereinafter provided for. At the quadrennial session of the Association, a written report shall be submitted by him of all official acts during the term, and he shall perform such other duties as the laws of the Association require.

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For the faithful performance of his duties he shall receive the sum of five hundred dollars (\$500.00) per year and all the necessary expenses of his office shall be paid by the General Secretary-Treasurer from the funds of the Association.

DUTIES OF GENERAL VICE-PRESIDENT AND EDITOR.

SEC. 3. The General Vice-President shall be elected in the same city as the General President comes from. He shall attend all meetings of the Association, assist the General President and preside during his absence. In the event of a vacancy in the office of General President, the General Vice-President shall become General President for the balance of the term. He shall also be Secretary of the General Executive Board, and Editor of the official bulletin of the trade. This shall be published quarterly and shall contain an accurate account of the standing of each S. A., the names of members expelled for cause from the Association and all other matters of interest to the trade; all of which must receive the approval of the General Executive Board before publication. For the faithful performance of his duties, he shall receive the sum of two hundred and fifty dollars (\$250) per year, which, together with his expenses, shall be paid out of the General Fund.

DUTIES OF VICE-PRESIDENTS.

SEC. 4. Vice-Presidents two, three and four shall be selected from three divers sections of the

country. Their duties are subordinate, and before final action in any case can be taken, must be approved by the General Executive Board.

The duties shall be as follows: Firstly, should trouble arise in his territory he shall, upon instruction from the General President, obtain all information relative to the trouble and forward it as speedily as possible, so that it may be submitted to the General Executive Board without delay. In the event of the statement being approved by the General Executive Board, he shall, in accordance with the Constitution, act as the agent of G. A., subject at all times to its orders and at no time independent of its direction.

Secondly, it shall be his duty to make every effort to thoroughly organize the jurisdiction over which he is appointed, not only in regard to S. A's but also the individuals. Keep himself in close communication with the S. A's in his territory, render a monthly report to the General President, which report shall be published in the bulletin, and perform such duties as he may be directed by the General Executive Board. His expenses when approved by the General Executive Board shall be paid by the Secretary-Treasurer from the General Fund.

SEC. 5. The General Secretary-Treasurer's duties shall be to keep a correct record of the proceedings of the meetings of the Association. He shall keep a roll of all members of our trade



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who are members of a Subordinate Association attached to this General Association; such roll to show the S. A. each member is attached to, his standing in the S. A., the branch he is employed in, his age and location. He shall also keep a roll of all expelled members and rejected candidates with their age, occupation and location, the cause of their expulsion or rejection, and such other information concerning them as may be useful. He shall also keep a roll of all members of our trade who are not members of any S. A. and their location. He shall keep a list of all the shops, the number of hands employed in each of the several branches, the average wages paid in each branch, and the hours they work. He shall ascertain every three (3) months the condition of our trade in each city, and transmit a report to the Editor under the jurisdiction of this General Association, and he shall notify all S. A.'s of all expelled members and rejected candidates of each S. A., giving their name, age and general description as soon as notified, and also submit a half yearly statement as to all moneys received by him from all sources to be forwarded to each S. A. On April 1, next succeeding the quadrennial session of the General Association, and on the same date of each of the following two (2) years; he shall submit to the several S. A.'s a full report of all matters pertaining to his office. At the regular quadrennial session of the General Asso-

ciation, he shall submit a report showing the total membership in good standing in each S. A. on the first (1st) day of April of each year, the number initiated during the preceding year, the number admitted by card and transferred, the number of deaths, and such other information as may be required by the General Association, and shall forward the same, together with all books, reports, and all necessary papers, documents, etc., to the city where the session is to be held, so that the Finance Committee shall have possession of them two (2) days in advance of session. He shall, in conjunction with the General President, prepare the necessary blanks for the purpose of collecting all information from the S. A's, said blanks to be uniform. He shall collect all moneys due the Association, except moneys pertaining to the Mortuary Fund, and give a receipt for the same. He shall deposit the moneys received in a bank selected by the General Officers and the General Executive Board, retaining not more than one hundred (\$100) dollars as a working capital. He shall keep a careful and correct account between each S. A. and the G. A., pay all orders regularly drawn and countersigned by the General President, and perform all other duties pertaining to his office. He shall give bonds in the sum of one thousand five hundred (\$1,500) dollars, and the expense for the same shall be paid from the funds of the General Association,

said bond shall be placed in the hands of the General President. For the faithful performance of his duties, he shall receive the sum of three hundred (\$300) dollars per year.

DUTIES OF THE GENERAL SECRETARY-TREASURER OF  
THE MORTUARY FUND.

SEC. 6. The Secretary-Treasurer of the Mortuary Fund shall perform all duties relating to the Mortuary Fund as prescribed in the General Constitution. He shall receive from the several S. A's under the jurisdiction of the G. A., all moneys appertaining to the Mortuary Fund, viz.: Initiation fees, assessments, etc., and deposit the same in a bank selected by the General Officers and General Executive Board and approved by the General President, retaining not more than fifty dollars in his possession for current expenses. He shall keep a correct account between the General Association's Mortuary Fund and the Mortuary Fund of each S. A.; he shall keep a record of the name and location of each member, the number of each member's Benefit Certificate, the S. A. to which the member belongs, the date of payment of each assessment as made by the individual member, which date shall show the class to which the member belongs. He shall pay only such lawful Mortuary claims as are approved and ordered by the General President. He shall issue to the S. A's Mortuary blanks upon which they will fill in the list of members paying each

assessment, said blanks to clearly show to what class each member belongs. He shall submit to the General President on the 1st of April and October of each year, a statement comprising the following items: Balance on hand at last report, total received for initiation, total received for Benefit Certificates, total received for each assessment, total disbursements, balance on hand and the amount on deposit in bank. "On the 1st day of July and January next succeeding the quadrennial session of the General Association and on the same date of each of the following two (2) years he shall submit an itemized report of the receipts and disbursements and forward same with the books and vouchers to the Auditing Committee, who will cause same to be printed and forwarded to the S. A's." At the regular session of the G. A. he shall submit a report showing the total membership in good standing and the class to which they belong in each S. A. on the 1st of April of each year, and such other information as may be required by the G. A. He shall forward his books, reports, documents and all necessary papers to the city where the quadrennial session is to be held so that the Finance Committee shall have possession of them two (2) days in advance of session. He shall deposit with the General President within thirty days from the date of his election, a bond in the sum of \$1,500, and for the faithful performance of

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his duties he shall receive the sum of two hundred dollars per year. The expenses of his office including his salary, also all expenses incurred by contested death claims, shall be a legal charge against the Mortuary Fund.

SEC. 7. All communications to and from Subordinate Associations regarding notice of assessments, must be sent by registered letter.

GENERAL EXECUTIVE BOARD.

SEC. 8. The General President shall within fifteen (15) days of the date of his election appoint five members, who together with the General President and General Vice-President shall constitute a General Executive Board, who shall hold office until their successors are appointed.

The General President shall be chairman of the Board, and the Board shall meet at his call; a majority of the Board shall constitute a quorum; it shall require a majority of all the members of the Board to decide any question which may be referred to it.

The Board shall perform all duties relating to it as prescribed in the General and Subordinate Constitutions, it shall decide all questions of difference which may arise between the General and Subordinate Association, also questions of appeal from decisions of General President.

The decision of the Board shall be law until the meeting of the General Association, when it shall present a written report of all decisions rendered,

and those approved of by the General Association, in regular meeting, shall be published as an appendix to the Constitution, and be accepted as an authority for future decisions.

The Board shall also act as an Auditing Committee, examine and audit the books and accounts of the General Officers the second week of January and July of each year, and submit a report of its examination to the several S. A's.

The General Executive Board shall also submit a report conjointly with the reports of the General President and General Secretary-Treasurers of all its official actions.

SEC. 9. The General Executive Board shall at any time have power to call for the books of either of the General Officers of the S. A's.

## ARTICLE VI.

### STANDING COMMITTEES AND THEIR DUTIES.

SECTION 1. The Committee on Credentials shall consist of three (3) members, whose duty it shall be to examine and report to the General Association on the election and eligibility of the delegates and the books of the General Secretary-Treasurer, and Secretary of Mortuary Fund, shall be submitted to the Committee for reference as to membership of different S. A's.

SEC. 2. The Committee on Finance shall consist of five (5) members, whose duty it shall be to examine the books and accounts of the General

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Secretary-Treasurer, Secretary-Treasurer of the Mortuary Fund, and all matters pertaining to the finances of the General Association, and report to the quadrennial meeting. They shall have possession of the books, reports, and all necessary documents, papers, etc., at the opening of the session.

SEC. 3. The Committee on Laws shall consist of five (5) members, whose duty it shall be to examine and report on all amendments, or changes to the General or Subordinate Constitution, and perform such other duties as may be required by the General Association. All amendments to the Constitution that have been referred to the Committee on Laws, and have been rejected, shall be submitted to the convention by the Chairman of said Committee for action.

SEC. 4. The Committee on State of the Association, shall consist of five (5) members, whose duty it shall be to examine the reports other than financial of the General President and the General Executive Board, and such other matters as may be referred to it by the General Association. They shall report on the condition and progress of the Association, and recommend such measures for the good of the Association as they may deem proper.

## ARTICLE VII.

### STRIKES AND LOCKOUTS.

SECTION 1. Should a question of wages or other grievance arise in any establishment or es-

tablishments, the party or parties aggrieved shall state the same to the Delegate to the Trade Committee, or the Chairman of the Shop Committee, who shall immediately report it in person to the President of the S. A.

SEC. 2. The President of the S. A. shall convene the Executive Board as speedily as practicable, and place the matter before the Board, and if in its opinion the grievance merits consideration, it shall immediately order a shop meeting of the members of the establishment or establishments.

SEC. 3. Power is hereby given to the Executive Board, that in the event of not sanctioning the grievance, it can so decide, leaving the aggrieved member or members the privilege of appealing to the S. A. Should the S. A. sustain the aggrieved member, it shall order the Executive Board to so report, and the grievance shall then take the course provided in the following sections; should the S. A. sustain the report of the Executive Board the question shall then be dropped. At the shop meeting the Executive Board shall hear an individual statement regarding the grievance complained of from each member employed in the establishment or establishments of which a written copy shall be kept, and if the opinions expressed be such as to convince the Board that the grievance is menacing, the President of the S. A. shall immediately call a special meeting of the S. A.



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SEC. 4. The question for the special meeting shall be the report of the Executive Board on the grievance; should the report of the Board favor demand or resistance, a two-thirds (2-3) vote of the members present shall be required to adopt the report. The vote shall in all cases be by secret written ballot.

SEC. 5. Should the vote of the S. A. be in the affirmative on the Executive Board's report favoring resistance or demand, the President of the S. A. shall appoint a committee of the employees of the establishment or establishments involved, to act in conjunction with the Executive Board to present the grievance complained of before the firm or firms involved. In the event of an amicable and satisfactory settlement not being arrived at, the President of the S. A. shall order the Recording Secretary of the S. A. to send to the General President a copy of the grievance, and the report of the Executive Board, which shall contain a statement of each member involved, the decision of the S. A. and the following particulars, viz.: Number of members of the S. A. involved, number of married men, number of single men, the amount of funds in the treasury of the S. A., how many engaged in the trade in the city or town, condition of the trade, name and address of the S. A. Executive Board.

SEC. 6. Amended to read as follows: Upon the receipt of the bill of grievance by the General

President he shall notify the Vice-President in whose location the grievance exists and having obtained all details he shall submit them to the General Executive Board for approval, and if approved by them, shall be considered as decided in the affirmative. The General Secretary-Treasurer shall notify the S. A. at once of the decision and aid shall be given to the aggrieved S. A. in accordance with Article V., Section 4, G. A.

SEC. 7. In case of a strike or lockout being decided in the affirmative, the G. A. shall levy an assessment, if necessary, sufficient to pay the following amount per week: Married members and single members, when it is clearly shown they have others depending upon them for support, \$10.00. Single members who have only themselves to support, \$6.00. This amount shall be paid for a period not to exceed six (6) months.

If a larger amount than herein provided is required, it shall be submitted to the General Executive Board before the expense is incurred, and a two-thirds (2-3) vote of the full Board shall be required to grant same.

When a strike is declared, the Executive Board of the S. A. involved shall take full charge of the same, and after an assessment has been levied by the G. A., the S. A. involved in the strike or lockout shall select two (2) competent members, who are to have charge of all moneys, the first to act as paymaster, the second as clerk. The clerk shall

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prepare the weekly pay-roll, in triplicate, with the amount each of the men is to receive, sign them, forward one (1) to the General Secretary-Treasurer, one (1) to the paymaster, and one (1) to be retained by himself. The paymaster and clerk, at a specified time and place, shall pay to the parties on the pay-roll, the amount opposite their names; and in every case sacrificed members shall have first claim on any position within the gift of the G. A. or S. A.

SEC. 8. A sacrificed member is one who has lost his position by reason of his activity in advancing the interests of the organization, but such activity must be proved to have been of a character different from the mere compliance of the law. Where this fact is established the sacrificed member shall be paid his full salary until a permanent position is secured for him. A permanent position shall be construed in this sense to mean four (4) weeks.

When it is proven that a member has lost his position on account of his refusal to violate our laws he shall be considered a locked-out member and benefits shall be paid as provided in Article VIII., Section 7, Constitution G. A.

Whenever a case of sacrificed or lock-out member is presented to the S. A., the Executive Board of the S. A. under whose jurisdiction the member or members are working, shall make an impartial investigation, and if the claim be approved by the

Board, the report shall be forwarded to the General President to be submitted by him to the General Executive Board for its action.

SEC. 9. An S. A. making an application to the General President for an emergency fund to carry on strike or lockout, same shall be placed before the General Executive Board for action. Upon a majority vote of the Board, the amount asked for shall be granted.

SEC. 10. Any moneys taken out of the treasury of an S. A. to carry out strike or lockout without the written consent of the General Executive Board, shall not be refunded to the S. A.

SEC. 11. The General President, with the General Secretary-Treasurer, shall draw weekly from the funds of the G. A., the amount specified in the pay-roll, and forward the same to the Treasurer of the aggrieved S. A.

SEC. 12. The S. A. having charge of a strike or lockout shall send to the General President, at the end of every fourth week of the strike or lockout, a full report of the particulars, including receipts and expenditures. The General President shall order the General Secretary-Treasurer as soon as practicable, to send a copy of the same to the several S. A's.

SEC. 13. If in the judgment of the General Executive Board, the members are unable to continue the resistance, a statement shall be issued to every S. A. in the G. A., giving the reasons, and a vote

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shall be given on the following questions in each S. A., including the S. A. resisting: 1st.—Shall the resistance be continued? 2d.—Shall financial aid be continued? Each S. A. shall answer within ten (10) days after the receipt of notice; if not, their vote will be counted in the affirmative, unless satisfactory reasons be given to the General President why the vote was not taken.

SEC. 14. The paymaster and clerk, also the Executive Board, shall, at the conclusion of the resistance, prepare a true statement in writing, of all moneys received and disbursed, and forward it to the General President, to be laid before the G. A. at the regular meeting following.

SEC. 15. All votes provided for in this Article shall be by secret written ballot.

SEC. 16. No member of an S. A. who is not one of the striking or locked-out men during a strike or lockout, shall under any circumstances be added to pay-roll.

The President of the S. A. and its Executive Board shall direct all such troubles, and no compensation shall be paid to any one except the President, or such person as shall be authorized to take charge of same by the S. A. with the approval of the G. A.

When in the judgment of any S. A. involved in strike, etc., a member from another S. A. could be of value in settling trouble, it shall by a ma-

jority vote of the S. A. request the General President to send a delegate to its city.

The General President shall appoint a competent member of any S. A. nearest to city wherein strike is on, and his expenses shall be paid by the G. A. out of the emergency fund.

## ARTICLE VIII.

### MORTUARY FUND.

Every candidate prior to his initiation, shall pay to the Financial Secretary of the Subordinate Association of which he is to be a member, an initiation fee of two (\$2) dollars for the Mortuary Fund, one advance assessment of fifty cents and twenty-five cents for Benefit Certificate.

The Secretary-Treasurer of the Mortuary Fund shall, upon application, made in conformity with the laws of the Association, issue a Benefit Certificate to all members in good standing, and to such members as may be added by initiation or reinstatement. The certificate shall show the date of initiation or reinstatement, which date shall be the date from which the benefit will begin, providing in all cases, that the member has complied with the laws of the General and Subordinate Associations' Constitution. The date of initiation or reinstatement must in every case be forwarded to the Secretary-Treasurer of the Mortuary Fund within thirty days, accompanied by the initiation fee and price of certificate. In no case can the

Secretary-Treasurer of the Mortuary Fund date an initiation or reinstatement back more than thirty days.

On receipt of official notice of the death of a member in good standing, the General President shall order the Secretary-Treasurer of the Mortuary Fund to pay from the treasury of said fund, such sum as apportioned in the following table, to the person or persons the deceased may have designated on his Benefit Certificate:

Class A.....	\$500.00	Class E.....	\$150.00
Class B.....	300.00	Class F.....	100.00
Class C.....	250.00	Class G.....	50.00
Class D.....	200.00		

Class A comprises members who have been in good standing six consecutive months immediately preceding death.

Class B comprises members who have been in good standing five consecutive months immediately preceding death.

Class C comprises members who have been in good standing four consecutive months immediately preceding death.

Class D comprises members who have been in good standing three consecutive months immediately preceding death.

Class E comprises members who have been in good standing two consecutive months immediately preceding death.

Class F comprises members who have been in good standing thirty consecutive days immediately preceding death.

Class G comprises members who have been in good standing less than thirty days.

On the death of a member in good standing the President of the Subordinate Association, of which deceased was a member, shall appoint a committee to ascertain the cause of death and the circumstances attending the same.

The report of said committee and proof of death which shall be a duplicate of burial certificate, attested by the President, Recording and Financial Secretaries of the Subordinate Association, shall be forwarded to the General President under seal of the Subordinate Association.

The notice of death must state the name of the deceased, his age (whenever possible), his roll number in the Subordinate Association, the number of his Benefit Certificate, the date and cause of his death, his standing in the Association and the benefit class to which he belonged.

Further proof of such death may be required, if deemed necessary, by the General President or the Secretary-Treasurer of the Mortuary Fund.

All assessments of the Mortuary Fund are due in advance; each Subordinate Association shall collect from its members one assessment in advance, which shall be held by the Subordinate As-



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sociation, subject to the call of the Secretary-Treasurer of the Mortuary Fund.

Whenever in the opinion of the General President and Secretary-Treasurer of the Mortuary Fund it is deemed necessary to replenish the Fund an assessment of fifty cents shall be levied on each member.

Not more than two assessments shall be called in one month.

The President of the Subordinate Association receiving the call shall immediately order a warrant to be drawn on the Treasurer for the full amount of the assessment held by the Subordinate Association and shall cause the same to be forwarded to the Secretary-Treasurer of the Mortuary Fund within ten (10) days of the date of call, together with the name and roll numbers of the members who have paid such assessment and the class to which they belong.

He shall also order the Financial Secretary to call and collect an assessment on the members of the Subordinate Association, said assessment to be held by the Subordinate Association subject to the call of the Secretary-Treasurer of the Mortuary Fund.

The date of the call to be the same as the Secretary-Treasurer's of the Mortuary Fund call on the Subordinate Association.

Members of Class A failing to pay an assessment or assessments within forty days of date of

call, shall be retrograded from Class A to Class D.

Members of Class B failing to pay an assessment or assessments within forty days of date of call, shall be retrograded from Class B to Class E.

Members of Class C failing to pay an assessment or assessments within forty days of date of call, shall be retrograded from Class C to Class F.

Members of Class D failing to pay an assessment or assessments within forty days of date of call, shall be retrograded from Class D to Class G.

Members in Classes E, F and G, failing to pay an assessment or assessments within forty days from date of call, shall be dropped from the roll of the Secretary-Treasurer of the Mortuary Fund, and can regain the privileges and benefits of membership only by reinstatement.

Members of Class A failing to pay an assessment or assessments within sixty days of date of call, shall be retrograded from Class A to Class E.

Members of Class B failing to pay an assessment or assessments within sixty days of date of call, shall be retrograded from Class B to Class F.

Members of Class C failing to pay an assessment or assessments within sixty days of date of call, shall be retrograded from Class C to Class G.

Members of Class D failing to pay an assessment or assessments within sixty days of date of

call, shall be dropped from the roll of the Secretary-Treasurer of the Mortuary Fund, and can regain the privileges and benefits of membership only by reinstatement.

Members in Class A, B and C failing to pay an assessment or assessments within ninety days of date of call, shall be dropped from the roll of the Secretary-Treasurer of the Mortuary Fund and can regain the privileges of membership only by reinstatement.

“All retrograded members shall, providing they pay within the time prescribed by the Constitution and be not further retrograded, remain in the class to which they have been retrograded for thirty days, at the expiration of that time they shall regain membership in the class from which they were retrograded.”

A member dropped from the roll of the Secretary-Treasurer of the Mortuary Fund, is by the very fact an expelled member of the L. I. P. and B. Association.

The Mortuary Fund is in no sense an independent fund, but the beneficial adjunct of the L. I. P. and B. Association, and subject to and governed by the laws of said Association, therefore a member expelled from the Association for any cause, no matter what his standing may be in the Mortuary Fund, forfeits all claim to any benefit.

## ARTICLE IX.

## REVENUE.

SECTION 1. Each S. A. shall pay direct to the General Secretary-Treasurer, the sum of seventy-five (75) cents per quarter for each and every member in good standing upon the books of the S. A., upon the first day of January, April, July and October of each year. Fifty (50) cents of this amount shall be kept in a separate fund, said fund to be known as an Emergency Fund, and shall be used only in case of strike, lockout or sacrificed members, and expenses connected with same.

SEC. 2. All new S. A's organized within thirty days prior to the above dates shall be exempt from tax for that quarter.

## ARTICLE X.

## SUPPLIES.

SECTION 1. It shall be the duty of the General Secretary-Treasurer, in conjunction with the General President, to furnish all charters, supplies, etc., to the S. A's as near cost as possible.

SEC. 2. The General Secretary-Treasurer shall not furnish information or supplies to any S. A. that is not clear on the books. S. A's thirty days in arrears for per capita tax or assessments other than Mortuary assessments are not in good standing.

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SEC. 3. All supplies ordered from the General Secretary-Treasurer must be paid for in advance.

## ARTICLE XI.

### MISCELLANEOUS.

SECTION 1. The Recording Secretary of each S. A. must immediately notify the Secretary-Treasurer of the G. A. of any change of time or place of meeting. He shall also furnish the G. A. Secretary-Treasurer the names and addresses of the President, Recording and Financial Secretaries of his S. A. and report at once any change in the same.

SEC. 2. On receipt of the same the Secretary-Treasurer shall notify the General Secretary of the Mortuary Fund and every S. A. of the change.

SEC. 3. Any question brought before the convention affecting the interest of any S. A. the delegates of said S. A's shall not be allowed to vote thereon, they shall however be allowed the same privileges of debate as delegates of S. A's not interested.

SEC. 4. The sum of one dollar shall be allowed to each member of the Executive Board who attends the meeting.

## ARTICLE XII.

SECTION 1. No assessment shall be levied for the benefit of any S. A. that is in arrears for per capita tax or assessments to this G. A.

SEC. 2. Any S. A. in this G. A. failing or neglecting to forward any assessment other than Mortuary Assessments (which may be levied by this G. A.), after thirty (30) days' notification of such levy, shall be suspended.

SEC. 3. That the question of jurisdiction as to the territorial right of each S. A. be determined by the least number of miles from respective S. A's, said number of miles to be determined by the General Executive Board.

### ARTICLE XIII.

The General President and General Executive Board shall have power during the recess of the G. A. to take such measures as may be necessary to institute new S. A's.

### ARTICLE XIV.

SECTION 1. This Constitution can only be amended by a two-thirds (2-3) vote at a regular meeting, or a special meeting called for that purpose, or when submitted to the several S. A's for action, in accordance with Section 2 of this Article. All such amendments shall be in writing.

SEC. 2. Should an S. A. desire to amend or repeal this Constitution during the recess of the General Association, it shall in conjunction with four (4) other S. A's submit such amendments describing the intent and meaning thereof, to the General President, who shall instruct the General Secretary-Treasurer to submit a copy thereof to the

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several S. A.'s. At the first regular meeting after receipt of same, the S. A. shall cause the same to be read and laid over until the succeeding meeting for final action, and all members notified to that effect. The Recording Secretary shall within forty (40) days of receipt of amendment, submit the result of the vote to the General President, who, in conjunction with the General Secretary-Treasurer, shall ascertain the result, and if two-thirds (2-3) of all votes cast shall be for adoption, it shall be adopted and become law thirty (30) days thereafter.

SEC. 3. No amendments shall be acted upon by the G. A. unless they shall have been in the hands of the General President at least ninety days before the Convention.

## ORDER OF BUSINESS.

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1. Call to order by the General President.
2. Appointment of Committee on Credentials.
3. Report of Committee on Credentials.
4. Roll call of Officers and Representatives.
5. Appointment of Officers.
6. Appointment of Standing Committees as follows: On Laws, on State of the Association, Committee on Appeals and Grievances and Committee on Distribution.
7. Reports of Officers.
8. Reports of Committee appointed at previous meeting.
9. Introduction of Documents and Resolutions by Representatives, and reference to Committees without delay.
10. Reports of Standing Committees.
11. Reports of Special Committees.
12. Unfinished Business.
13. New Business.
14. Election of Officers.
15. Installation of Officers.
16. Reading of Minutes.
17. Adjournment.



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## RULES OF ORDER.

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### RULE I.

#### THE CHAIR.

SECTION 1. The President shall state every question coming before the Association, and immediately before putting it to a vote he shall ask: "Is the Association ready for the question?" Should no member rise to speak, he shall rise to put the question, and after he has risen no member shall speak upon it unless by permission.

SEC. 2. The president shall distinctly announce the votes and decision of the Association on all subjects.

SEC. 3. His decisions on questions of order may be appealed from, but cannot be debated, unless entertaining doubts on the point, he invites discussion; but in all cases of appeal, the member appealing shall have the privilege of briefly stating the grounds of his appeal, and the President the grounds of his decision.

SEC. 4. When a decision has been appealed from, he shall put the question thus: "Will the Association stand by the Chair in its decision?" And the decision shall be recorded by the Secretary in the proceedings.

## RULE II.

## DEBATE.

SECTION 1. Every member when he speaks or offers a motion shall be standing, and shall respectfully address the chair, and when he has finished he shall resume his seat. While speaking he shall confine himself to the question under debate, avoiding all personality and indecorous language, as well as any reflection upon the Association or its members.

SEC. 2. Should two or more members rise at the same time to speak, the chair will decide which shall have the floor.

SEC. 3. No member shall interrupt another in his remarks, unless to call him to order for words spoken, or when rising to a point of order.

SEC. 4. If a member while speaking shall be called to order, at the request of the chair he shall cease speaking and take his seat until the question of order is determined, when if permitted by the Association he may again proceed.

SEC. 5. No member shall speak more than once on the same question, until all the members wishing to speak shall have had an opportunity to do so, nor more than twice without the permission of the Association.

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RULE III.

## QUESTIONS AND VOTES.

SECTION 1. When a communication, petition or memorial is presented, before it is read, or any note taken on it, a brief statement of its contents shall be made by the introducer or the chair, and after it has been read a brief notice of its purport shall be entered on the minutes.

SEC. 2. No motion shall be subject to action until seconded and stated by the chair, and at the desire of any member, such motion shall be reduced to writing.

SEC. 3. No motion or proposition on a subject different from that under consideration shall be admitted in the form of an amendment.

SEC. 4. When a blank is to be filled, the question shall be taken, first upon the highest sum or number, and the longest or latest time proposed.

SEC. 5. Any member may call for a division of the question when the sense will admit of it.

SEC. 6. When a question is before the Association no motion shall be received, unless to adjourn; the previous question; to lay on the table; to postpone indefinitely; to postpone to a certain period; to refer; or amend; and such motions shall have precedence in the order arranged; the first three to be decided without debate.

SEC. 7. After any question, except one of indefinite postponement, has been decided, any mem-

ber, who voted in the majority, may, at the same, or next succeeding meeting, move for a reconsideration thereof.

SEC. 8. The previous question may be called for by two members, and shall be put in this form: "Shall the main question be now put?" If carried, all amendments not already adopted shall be precluded and the main question taken without further debate.

SEC. 9. When five members rise in favor of taking a question by yeas and nays, they shall be ordered to be so recorded.

SEC. 10. Every member present shall vote on any question of the Association, unless he is personally interested in the result, or has been excused by the Association, or is otherwise incapacitated; and after the decision has been announced by the chair, no member shall be permitted to vote.

SEC. 11. When any question is taken requiring a two-thirds vote, the President shall declare the number voting on each side, which shall be recorded in the minutes by the Secretary.

Cushing's Manual shall be received as the rule in all cases not provided for in the foregoing rules.

CONSTITUTION

OF THE

SUBORDINATE ASSOCIATIONS

OF THE

LITHOGRAPHERS'

International Protective and Beneficial

ASSOCIATION

OF THE

UNITED STATES AND CANADA.

## CONSTITUTION.

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### ARTICLE I.

#### MEMBERSHIP.

SECTION 1. A subordinate Association of the Lithographers' International Protective and Beneficial Association shall be composed of not less than fifteen (15) members, who shall be employed at the branches specified in Article II, Section 2, of the General Constitution.

SEC. 2. A candidate to be eligible for membership must have attained the age of twenty-one years and served at least four years at the branch specified in his application. He must receive at least the minimum rate of wages as regulated by the S. A. in which he seeks membership, and be proposed by a member in good standing upon the proposition blank issued by the G. A. accompanied with the regular fee. The proposition shall be referred by the President to the Committee on Membership for investigation without vote, and shall lay over for one week. The Committee shall investigate concerning the character and eligibility of the candidate, and report thereon at the next stated meeting. A secret ballot shall then be taken, but in no case

in less than one week from date of application. If the candidate be rejected in conformity with Sections 3, 4, 5, 6 and 7 of this Article he cannot again be proposed in any S. A. within six months. Five black balls are required for rejection.

SEC. 3. Any member depositing a black ball shall, providing the black balls deposited be sufficient to debar the candidate from membership, give a written explanation of his reasons for so doing to the President of the S. A. within ten (10) days.

SEC. 4. Should the President in conjunction with the Executive Board of the S. A. deem the reasons submitted insufficient, he shall read them at the regular meeting of the S. A. and order a vote to be taken on the admission of the candidate to membership.

SEC. 5. A two-thirds (2-3) vote of all the members present at a regular meeting shall be required to elect the candidate.

SEC. 6. The President of the S. A. shall not (unless by consent) make known the name of the writer.

SEC. 7. Should no written explanation be sent to the President within the prescribed time, he shall then order an election as above provided.

SEC. 8. Candidates shall not be balloted for and initiated the same evening. A member cannot propose a candidate in any S. A. except the

one to which the member belongs. A candidate balloted for and elected in one S. A. shall be initiated in another S. A. at the request of the S. A. electing him, which shall be in writing; but no person shall be admitted as a member who comes from a place where an S. A. existed at the time of his leaving, unless he can produce the consent of the said S. A., and give satisfactory reasons why he did not attach himself to it as a member. Candidates may be balloted for collectively, unless objection shall be made by some member, in which case they must be balloted for separately. The Recording Secretary shall notify each applicant of his election or rejection within five (5) days thereafter, and should an applicant fail to present himself for initiation within sixty days after notification, he shall forfeit his proposition fee and election. The S. A. may, at any stated meeting before his initiation, by a majority vote, order a new ballot on his election to membership.

SEC 9. Should a candidate obtain admission into an S. A. by misrepresentation as to his eligibility, as herein provided, his election shall be declared null and void, and a member proposing a candidate whose ineligibility he is cognizant of, shall be reprimanded or fined as the S. A. may determine.

SEC. 10. Each S. A. may charge such sum for initiation of a candidate as may be prescribed



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by the By-Laws of the S. A., but in no case shall the initiation fee be less than five (\$5) dollars, two (\$2) dollars of which shall be sent to the General Secretary-Treasurer of the Mortuary Fund, together with twenty-five (25) cents to pay for the member's benefit certificate.

SEC. 11. Stockholders in lithographic plants are not eligible for membership. This does not affect stockholders who are now members, but any member in the future becoming a stockholder, shall receive an honorable withdrawal card. Should he again desire to become a member as an employee, he shall deposit his withdrawal card, and upon a two-thirds (2-3) vote of the members present, he shall be admitted to membership.

SEC. 12. Amended so as to read as follows: "Any member who shall cause such trouble as to bring on a strike or lockout in any S. A. shall pay a sum not exceeding \$250 before being again admitted to membership. The same shall be paid, half to the Emergency Fund of the G. A. and half to the S. A."

## ARTICLE II.

### MEMBERSHIP BOOK.

SECTION I. Each S. A. shall provide its members with a membership book (to be obtained from the General Secretary-Treasurer), which

book will show the member's standing in the S. A.

SEC. 2. The book shall entitle the holder to visit any S. A. in the jurisdiction of the G. A., providing the member is in good standing.

SEC. 3. A member of an S. A. making application for membership in another S. A. shall make application in writing, and deposit his book with the president, who shall apply to the S. A. from which the membership book was issued, for a formal transfer card, and if there are no legal objections, it shall be granted. On receipt of the transfer card, the applicant shall be admitted to membership in the S. A. Members in good standing shall be admitted to sister S. A's on transfer card without charge.

### ARTICLE III.

#### DUES, ETC.

SECTION 1. The regular dues for each member shall be fixed by each S. A.

SEC. 2. Any member failing to pay his dues or assessments (other than mortuary assessments) for three months, shall be expelled. All moneys due the Association by a member shall be a legal charge against said member, and shall be entered against their names on the books of the Financial Secretary, and if the amount equals three (3) months' dues, he shall be expelled, provided that, if a fine amounting to fifty (50)

cents be not paid in six (6) months, charges shall be preferred in accordance with Article V, Subordinate Constitution. In the event of charge being sustained, the penalty shall be in accordance with said Article and Section.

SEC. 3. Members in arrears through sickness or out of employment, may have their dues or assessments remitted at the discretion of the Executive Board, but under no circumstances shall the Executive Board remit more than three (3) months' dues or two (2) Mortuary assessments without the consent of the S. A.

SEC. 4. Every S. A. is responsible for the payment of the General Association tax for all members reported in good standing on each quarterly report, and all members whose dues or assessments have been remitted by a vote of the S. A. must be reported as in good standing, and the General Association tax paid on the same.

SEC. 5. Each S. A. may establish a relief fund for the benefit of members out of work or in distress, said fund shall be raised by assessing the members such sum or sums as may be decided by a majority vote of the members present at a regular or special meeting, and such assessments shall be a legal charge against the members. (Penalty for non-payment see Article III, Section 2, Page 42.)

SEC. 6. "A member working in a locality outside of the jurisdiction of the S. A. of which he

is a member must be transferred at the end of ninety (90) days to the S. A. in whose jurisdiction he is working, and in the event of his not complying with this law, his S. A. shall refuse to accept dues or assessments from him."

## ARTICLE IV.

### OFFICERS AND THEIR DUTIES.

SECTION 1. The officers of an S. A. shall consist of President, Vice-President, Recording Secretary, Financial Secretary, Treasurer, Inspector, Statistician, Inside and Outside Sentinels and Executive Board of not less than three (3) members.

SEC. 2. These officers shall be elected annually by ballot (or by acclamation should there be but one candidate.) Nominations shall be made last meeting in November. And at the first meeting in December of each year election of officers shall take place, and at the first meeting in January they shall be installed to their respective offices, except in cases of emergency. Every officer elected is obligated to hold office and perform the duties pertaining thereto until his successor in office is duly elected and installed.

SEC. 3. It shall be the duty of the President to preside at all meetings of the S. A., and conduct the same according to parliamentary rules, and the laws and usages of the General Association, examine and sign all official documents requiring

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his signature, countersign all orders for money, see that the statistical and other blanks furnished by the General Association are properly filled out and returned to the General Secretary-Treasurer within the prescribed time; (and in the event of failure, a fine of \$50 shall be imposed on the S. A.); exert a general supervision over the interests of the S. A., and perform such other duties as are usually required of and performed by a presiding officer; to call, upon the written request of five members, a special meeting of the S. A.; to have charge of and be responsible for the safe keeping of the charter, and in case the S. A. should lapse, he shall turn all its property over to the General Secretary-Treasurer.

SEC. 4. It shall be the duty of the Vice-President to perform all the duties of the President in case of the latter's absence, or when called upon by that officer, and also to superintend the admission of members during the session.

SEC. 5. It shall be the duty of the Recording Secretary to keep a correct account of the proceedings of the S. A. and to call the roll; to keep a black book in which shall be recorded the names of all persons rejected or expelled by the S. A., specifying for what offense such action was taken; have charge of all the property of the S. A., not otherwise provided for, and be held responsible for their keeping and prompt

delivery to his successor in office, and perform such other duties as the S. A. may direct; to draw all orders on the Treasurer passed by the S. A., attesting the same by signature; to read all documents and communications intended for the information or instruction of the S. A.; to fill out and sign, with the assistance of the Financial Secretary, the quarterly reports on the first of January, April, July and October of each year; to have charge of and keep on file the copy of the quarterly report retained by the S. A.; to have charge of the seal of the S. A., and attach the same to all documents requiring authentication; to keep on file for reference all copies of the proceedings of the G. A., Constitutions, blanks and circulars of instruction sent as charter supplies, or received from time to time from the General Secretary-Treasurer, and shall turn the same over to his successor in office; to notify the General Secretary-Treasurer of all changes in the office of President and Recording and Financial Secretaries, and give full post-office address. At the expiration of his term of office, or sooner, if called upon to do so by proper authority, shall turn over to his successor in office, all property of the S. A. Every S. A. Recording Secretary shall, within thirty days after the expiration of the quarter, forward to the Secretary-Treasurer of the G. A. the quarterly blanks, properly filled out, and also the quarter-

ly report of the S. A. Should the S. A. not be in a condition to forward the money as called for in the report, the report itself must be forwarded within the required time. In the case of newly initiated members, the Recording Secretary of the S. A. shall be required to furnish the age and occupation of said members. In the case of a member being transferred, the Recording Secretary of the S. A. shall state (on the quarterly report), to what S. A. the member has been transferred; also in the case of a member being admitted by card, the Recording Secretary shall be required to state from what S. A. the member has been received. The Recording Secretary of every S. A. shall be required to fill out the credentials of the representative of their respective S. A.'s to the session of the G. A. in the following form:

(CREDENTIAL.)

This is to certify that, at a regular session of S. A. No.....of the Lithographers' International Protective and Beneficial Association, held at .....  
on the ..... day of ..... 19....  
Mr .....  
was elected a (an).....

(Here mention delegate or alternate.)

to represent this S. A. at the session of the Gen-

eral Association, to be held at.....

.....

(Here mention city and date of session.)

.....Pres.

[SEAL] .....R. S.

He shall fill out the credentials of each delegate (and alternate) in duplicate, the original to be presented by the delegate (or alternate) at the meeting of the G. A., and the duplicate to be forwarded to the General Secretary-Treasurer not less than one (1) week prior to the meeting of the G. A. In addition he shall perform the duties required of him by Article X of the General Constitution.

SEC. 6. It shall be the duty of the Financial Secretary to keep a correct account between the S. A. and its members, collect all moneys due the S. A., receipting therefor in ink, and pay the same to the Treasurer, taking receipt therefor. He shall record on the Membership Book of each member making payment for dues and assessments the date of payment, specifying the day, month and year. At the close of each quarter he shall render a report to the S. A., showing the condition of the finances, and a list of all members expelled during the quarter, and shall furnish the President and Recording Secretary with a list of the members in good standing. At the close of the term of the office, he shall turn over to his suc-



cessor in office all books, records, money or other property belonging to the S. A. He shall notify all members who are liable to expulsion within two (2) weeks prior thereto, for non-payment of dues, fines, such other indebtedness as may be charged against him and assessments (other than mortuary.)

The Financial Secretary of each S. A. shall be required to keep separate books for use in the collection of the mortuary assessments; he shall be required to keep the accounts of the members of the S. A. in books especially provided by the G. A.

SEC. 7. The Treasurer shall receive and hold all moneys belonging to the S. A. and pay therefrom all orders drawn or attested by the Recording Secretary, countersigned by the President and approved by the S. A.; shall keep a regular and correct account of all moneys received and paid out; render a report quarterly of his receipts and disbursements of his S. A. and shall upon vacating the office deliver to his successor in office all moneys, books, papers or other property of the S. A. He shall be compelled to furnish a bond, the amount of which shall be fixed by the S. A.

SEC. 8. It shall be the duty of the Inspector to examine all present at the opening of the meeting, report all members without the password to the President, and prepare the ballot-

box when balloting for candidates, and perform all such other duties as may be required of him.

SEC. 9. The Statistician shall collect from the members (and all other available sources) statistics of the trade and present his report with the other officers at the first meeting in January. He shall turn over the same to the President of the S. A. for transmission to the General Secretary-Treasurer.

Statistician blanks shall be in the hands of the President of all S. A's not later than the first of December, the same to be filled out and returned to the General Secretary-Treasurer on or before February 1 following. (Penalty, see Article IV., Section 3, page 44.)

SEC. 10. It is the duty of the Inside Sentinel to guard the inner door, attend all signals, receive membership books and deliver the same to the Vice-President, receive the explanation of the pass-word and admit no one except by direction of the Vice-President or President.

SEC. 11. It is the duty of the Outside Sentinel to guard the outer door, receive the pass-word and preserve order in the ante-room.

SEC. 12. Should any officer absent himself from three successive regular meetings, without excuse satisfactory to the S. A., the office becomes vacant and the S. A. shall immediately proceed to fill it.

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SEC. 13. The Recording Secretary and Financial Secretary of each S. A. shall, on the first of January, April, July and October of each year, prepare and sign the quarterly report upon the blanks furnished by the General Secretary-Treasurer. One copy thereof shall be mailed to the General Secretary-Treasurer immediately. Another copy must be retained by the S. A. for its own use and reference. Said reports must be signed by the President, Recording Secretary and Financial Secretary and bear the seal of the S. A. They shall also in conjunction with the quarterly report prepare the list of names of expelled members and rejected candidates, and forward a copy with the age, occupation, location, the cause of expulsion or rejection, and such other information as may be useful concerning them to the General Secretary-Treasurer. This list in all cases must accompany the copy of the quarterly report.

SEC. 14. Per capita tax to the General Association is not computed by the month, neither is it payable for the quarter past nor the quarter in advance, but upon the actual membership in good standing upon the above four fixed dates, as shown by the quarterly reports.

SEC. 15. Notices of all changes in offices shall be sent to the General Secretary-Treasurer immediately.

SEC. 16. A member of an S. A., to be eligible to any office, must have been a member of an S. A. in good standing for the space of three months, provided the S. A. has been in existence that length of time.

## ARTICLE V.

### TRIALS.

SECTION 1. Every member shall be entitled to a fair trial for any offense involving reprimand or expulsion (excepting for non-payment of dues or accepting strikers' or lockout members' positions). Any complaint against a member in good standing, the ultimate object of which is the preferring of charges, must be made by a member in good standing to the President of the S. A. in writing. The President of the S. A. shall immediately convene the Executive Board and summon the interested parties, and from the evidence obtained decide whether the complaint justifies the charges being preferred. If in the opinion of the Board, the complaint is of such a nature, it shall draught charges and specifications and present them at the next regular meeting of the S. A. The Secretary of the S. A. shall immediately forward to the accused member a copy of the charges, fully apprising him of the nature thereof, and enabling him to prepare for his defense.

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SEC. 2. Such charges shall be referred to a committee of five members who shall be appointed by the President. And in case any of the committee so appointed shall be challenged for cause, such challenge shall be tried by the Association. Such committee shall, without unnecessary delay, summon the parties and try the case. They shall keep full minutes of their proceedings and evidence, which they shall report to the Association, together with their decision on the charges. In the event of the above specifications not being fully complied with on the part of the S. A., the accused member shall at all times have the right to appeal the case to the General President.

SEC. 3. Upon the report of the Trial Committee being made to the S. A., the Secretary shall notify the accused member. If the decision be rendered against the accused member, and if no appeal be taken by him in writing against the decision within two (2) weeks, the decision shall be final.

SEC. 4. If the committee decide that the charges are sustained, and no appeal be taken therefrom, or if the Association shall on appeal decide that the charges are sustained, it shall proceed to fix a penalty for the offense. If a specific penalty be provided in the Constitution or By-Laws, the President shall enforce it. If none be so provided, the Association shall so decide by ballot, whether the penalty shall be expul-

sion, fine or reprimand. The ballot shall be taken in the following order: First, expulsion; second, fine; third, reprimand. During the ballot the accused member shall withdraw from the meeting room. A two-thirds (2-3) vote shall be required to find the accused member guilty on any of the above counts. Should the S. A. decide that the punishment be reprimand, the accused member shall be reprimanded in regular meeting by the President of the S. A. or acting President. No ballot held under this section shall be reconsidered.

SEC. 5. If the accused refuse or neglect to stand trial when duly summoned, the committee shall report him guilty of contempt of the Association, which report shall be conclusive, and the punishment shall be expulsion. In case of non-residence of the accused, he may be represented by counsel and tried as though present, if he so elect.

SEC. 6. When a member shall be subject to the penalty of reprimand, he shall be summoned to attend within thirty days a regular meeting to be reprimanded from the President's chair, and until he so attend and be reprimanded, he shall be suspended from benefits and privileges of membership. Should he not appear within sixty days he shall be expelled.

SEC. 7. Any member intending to appeal from the action of the Association, shall within two

(2) weeks thereafter, file with the Secretary a notice of his appeal, and of the grounds thereof, upon which the Secretary shall forthwith send the notice, together with a certified copy of all charges, reports, evidence and proceedings of the Association, relating to the case to the General President, who, in conjunction with the General Executive Board, shall reopen the case on the appeal, and if required retry it by the record.

SEC. 8. A member expelled from an S. A. shall not be admitted to any other S. A. in the General Association, without the consent from the S. A. from which he was expelled, said consent to be obtained by a two-thirds (2-3) vote of the S. A. which expelled him.

SEC. 9. Where it is clearly shown that an expelled member of an S. A. applies for readmission to any S. A. simply to enable him to accept a situation in another city, and accepts such position before he has time to comply with Art. VI, Page 56, he shall pay a fine of \$25.00 to S. A. under whose jurisdiction he is working, one-third of which shall be returned to S. A. from which he was expelled, and remainder held by local S. A., who shall pay his inaugural fee to G. A. and enroll him as a member of their S. A. after he is initiated.

## ARTICLE VI.

## RE-ADMISSION.

SECTION I. Members expelled for the non-payment of dues, fines, or assessments shall be re-admitted in the following manner:

Expelled members must be proposed by a member in good standing. Those who make application within sixty days after the date of expulsion, shall be re-admitted by a two-thirds vote of all the members present at a regular meeting, and the payment of all indebtedness due the S. A. at the time of expulsion. The proposition of those who make application after sixty days from date of expulsion, shall be referred to the Executive Board without a vote. The Board shall investigate and report at the next regular meeting of the S. A. on what terms it recommends the candidate's re-admission, and a two-thirds vote of all the members present at a regular meeting shall be required for their re-admission. The propositions of all expelled members shall be in writing upon a proposition blank furnished by the G. A. for that purpose, attested by the President, Recording Secretary, and Financial Secretary, signed by the membership committee, provided that those propositions which are referred to the Executive Board shall be signed by said Board instead of membership committee. All re-admitted members



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shall be given a new roll number. Where a fine has been imposed, the S. A. shall specify a time when such fine must be paid, at the expiration of the stated time, the member fined shall be reported to the S. A. for action.

SEC. 2. An applicant for membership waiting for final action in his case is entitled to work with members in S. A., excepting those who have accepted strikers' or lockout positions. No S. A. shall elect any person coming from the jurisdiction of another S. A. before investigating his character or obtaining such other information as may bear on his conduct in the jurisdiction of the S. A. from which he came.

## ARTICLE VII.

### COMMITTEES.

SECTION 1. On the night of his installation the President shall appoint three (3) members as the Finance Committee to serve for one year, whose duty it shall be to audit all bills and accounts presented to the S. A., and report at the same or next meeting; they shall also examine the books and reports of the financial officers of the S. A., and compare the books of the members with the individual accounts in the Financial Secretary's ledger. They shall make a full report of the financial condition of the S. A. at the end of their term of office.

SEC. 2. He shall also appoint a committee of three (3) to be known as the Membership Committee.

SEC. 3. The Membership Committee shall meet on the evenings of the regular meeting of the S. A. at the meeting room of the S. A., and examine into and report on all matters connected with the applicants for membership and reinstatement which may be referred to them, and the following questions must be answered satisfactorily by the applicant.

The Committee must see that the following questions are answered :

How is your health in general? .....

Name of firm where you served your time? ....

At what branch of the business? .....

How long at the branch? .....

How employed? .....

Name of firm you are with at present? .....

Salary at present? .....

Number of hours you work a week? .....

Did you ever make application for membership to this or any other S. A. If so, which one? ....

Do you own stock in any lithographic firm or company? .....

## ARTICLE VIII.

In organizing a new S. A. in any locality where not more than one S. A. already exists, the General Secretary-Treasurer shall receive a list of the

names of the proposed members of the new S. A. This list shall be submitted to the General Executive Board in order that it may be ascertained if any of the names on said list are rejected candidates or expelled members. If such names should appear on the list, the Board shall refuse to grant a charter until such names are erased from the application.

### ARTICLE IX.

SECTION I. Any S. A. having a member working in a city or town, and an S. A. not being in the vicinity, the President of the member's S. A. can empower him to initiate all applicants working in said town or city, providing they have been proposed and elected in said S. A. Any candidate residing in a locality where neither an S. A. exists nor a member of this Association is employed, may be proposed by the Recording Secretary of the S. A. within whose jurisdiction he is working. The proposition shall be submitted to the S. A. in accordance with foregoing law referred to the Investigation Committee, who shall investigate the candidate as thoroughly as possible by mail. If the report of the Committee be favorable, the candidate shall be ballotted for and if elected, the Recording Secretary shall send him a copy of the General and Subordinate Constitutions, the By-Laws of the S. A. and an initiatory ceremony, with instructions to the candidate to carefully read the same. If he be willing to abide

therewith, he shall appear before a notary public and make affidavit that he is thoroughly informed of their contents and willing to be governed thereby. The date of initiation shall be the meeting when the affidavit is acted upon.

SEC. 2. A member of the Association going into the jurisdiction of a sister S. A. shall ascertain from the President of the S. A. into whose jurisdiction he is about to enter if he is taking the place of a sacrificed member, or member on strike. Failing to comply with law, charges shall be preferred against said member and in the event of their being sustained, the penalty shall be such as is prescribed in Art. V., Sec. 4, S. A. C.

SEC. 3. No union men shall be allowed to take, or apply for any position in any non-union shop, without first obtaining the consent of the President of the S. A., said consent to be given by a two-thirds (2-3) vote of the members present, and when consent is so given, it shall be the duty of the member or members to do all in their power to unionize the shop and report to the S. A. at each regular meeting what progress is being made towards that end, and from the various reports, should it be shown that no progress was being made, the member or members may be ordered to withdraw from the shop. Any member failing, neglecting or refusing to comply with this section, shall be liable to charges, and if convicted, the penalty shall be in accordance with Article V.

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ARTICLE X.

Each S. A. shall make a call for the discussion of "labor in all its interests," a part of its order of business, and under such call, members will have the privilege of asking questions and explaining the difficulties which they meet in their daily work, and each S. A. should maintain labor bureaus, found libraries, hold lectures, maintain friendly relations with other labor organizations, and do all in their power to strengthen and promote the labor movement and shall devote as much time to the discussion as they may deem necessary.

## ARTICLE XI.

SECTION 1. Each S. A. at their annual election, shall elect an Executive Board of not less than three (3) members. It shall be the duty of the Executive Board to settle all difficulties which may arise between the members of the S. A. and their employers, and such other matters as may be referred to them by the S. A.

SEC. 2. The President and Vice-President of the S. A. shall be members of the Executive Board. The President shall be Chairman of the Board, and the Secretary shall be elected by the Board; the Chairman shall call a meeting of the Board within ten (10) days after his installation for organization.

SEC. 3. The Executive Board shall keep a record of everything transacted, and shall report in writing at each meeting of the S. A.

## ARTICLE XII.

Fifty-three (53) hours shall constitute a week's work for provers, transferrers and pressmen, and all overtime shall be paid time and a half. The fifty-three (53) hours nominated as constituting a week's work, shall in all cases be the hours within the schedule limiting the day's work; the hours may be so divided as to arrange for a lesser number on the last day of the week, but the schedule having been agreed upon the work done in time, not within the schedule, shall be considered overtime and be paid time and a half. All days designated by the National or State authorities as holidays shall be so accepted by this Association, and members who are obliged to work on such days shall receive double time pay for the hours they work, including Sunday.

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Note—In lieu of the desire of some of our S. A.'s to have forty-eight (48) hours to constitute a week's work, and it being the sense of the committee that its enforcement is impracticable at this time, owing to the depressed condition of trade, your committee would recommend that should it appear feasible between now and the next general convention to enforce the forty-eight (48) hour question, that, upon the request of a majority of the S. A.'s the General President call a special meeting to take action thereon.

## ARTICLE XIII.

Team work is the employing of boys or girls not regularly apprenticed at any branch of the business, to do one part of the work only. The employing of men to do a part of their branch of the business continuously. Any member working team or task work or accepting percentage or bonus shall be reported by the Chairman of the shop committee at once to the President of the S. A., and if upon due examination he finds the above violations do exist, he shall at once place the matter before the Executive Board, and that Board shall take such action as to the best interest of the S. A.

## ARTICLE XIV.

SECTION 1. No member shall be permitted to run more than one (1) press, unless as hereinafter provided. Any member violating this Article shall have charges preferred against him and in the event of such charges being sustained he shall be expelled.

SEC. 2. A member expelled for violating this Article shall not be reinstated without the payment of a fine of two hundred and fifty (\$250) dollars.

SEC. 3. In case of emergency a member may be permitted to run more than one (1) press for one (1) day.

SEC. 4. Under no circumstances shall the practice of rotation in running more than one (1) press for one (1) day be permitted.

### ARTICLE XV.

SECTION 1. The following rules regulating apprentices shall be adhered to: All apprentices shall be registered by the S. A., stating name, age and date of entering the branch or branches.

### ARTICLE XVI.

SECTION 1. Apprentices shall be governed as follows: In small establishments where five or less than five journeymen are employed in the combined branches, viz., Pressmen, Transferrers and Provers, one apprentice shall be allowed for each establishment. He may be in any one department selected, but only one shall be allowed for the combined departments.

Two apprentices shall be allowed for every 12 journeymen.

Three apprentices shall be allowed for every 18 journeymen.

Four apprentices shall be allowed for every 30 journeymen.

Five apprentices shall be allowed for every 45 journeymen.

Six apprentices shall be allowed for every 75 journeymen.

Seven apprentices shall be allowed for every 100 journeymen.



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SEC. 2. The indenturing of apprentices is considered the best means calculated to give that efficiency which it is desirable Lithographers should possess, and also to give the necessary guarantee to employers that some return will be made to them for a proper effort to turn out competent workmen. S. A's should therefore, whenever practicable, endeavor to introduce the system of indenturing apprentices. The term of service shall not be less than four years at the branch to which he is apprenticed.

SEC. 3. It shall be the duty of the Chairman of the Shop Committee to have all apprentices properly indentured wherever possible.

SEC. 4. All S. A's are recommended to admit to membership apprentices in the last year of their apprenticeship, without the privilege of speaking or voting, and exempt from the payment of dues for that year, to the end that, upon the expiration of their terms of apprenticeship, they may become acquainted with the workings of the S. A's and be better fitted to appreciate the privileges and obligations upon assuming full membership, provided, they shall be required to take an obligation pledging themselves to maintain the secrecy of the organization in which they desire membership.

SEC. 5. No apprentice shall be allowed to change from the establishment wherein he is ap-

prenticed unless by a two-thirds (2-3) vote of the members present at a regular meeting.

SEC. 6. No S. A. shall admit to membership any person who has not served an apprenticeship of at least four (4) years. Rigid examination as to the competency of applicants shall be made by the Membership Committee.

## ARTICLE XVII.

SECTION 1. All vacancies that the President of the S. A. cannot fill shall be reported to the General President.

SEC. 2. Any member in need or wishing to change his location, shall upon his request, by a majority vote of the Executive Board, be loaned the necessary funds, and the amount shall be stated on his membership book. Nothing in this section shall be construed as taking the power from the S. A. while in session, to either grant or refuse a loan. All loans granted shall mature in sixty (60) days from date of loan unless otherwise specified. No loans shall be granted to members seeking employment without consulting the S. A. of the city wherein the member is desirous of seeking employment, and the position he desires to obtain must be stated.

SEC. 3. It shall be the duty of the S. A. under whose jurisdiction the member is working, when requested, to collect the amount loaned, and re-

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turn the same to the S. A. loaning it, deducting the necessary expense incurred.

SEC. 4. A brother having been granted a loan by any S. A. must give his note for the same, made payable in sixty (60) days. At the expiration of that time, if the full amount is not paid, or an extension of time granted, the President must order his book retained, and the amount so loaned shall be charged to him as dues, and the brother declared expelled if the amount equal three months' dues.

### ARTICLE XVIII.

No member shall be permitted to work with an expelled member under penalty of expulsion. This shall not apply to members governed by the sixty (60) day clause.

### ARTICLE XIX.

SECTION 1. In all cities containing two (2) or more lithographic establishments, there shall be a Trade Committee, composed of one (1) representative from each shop containing two (2) or more members of the Association. The member to the Trade Committee shall be elected by the Shop Committee for the term of one (1) year.

SEC. 2. It shall be the duty of the President and Vice-President to attend all meetings of the Trade Committee; the President (or in his absence, the Vice-President), shall preside at all meetings of

the Committee, and in addition there shall be a Secretary and Interpreter elected at the first meeting of the term to serve one (1) year.

SEC. 3. When two (2) or more members of this Association are employed by the same firm, they must form a Shop Committee and meet at least once every two (2) months, they shall elect a Chairman and Secretary, the Chairman shall be the delegate to the Trade Committee, and shall serve one (1) year.

SEC. 4. The business of this Committee shall consist entirely of trade matter pertaining to their respective shops. The Secretary shall present a full report of the Committee's proceedings at the next regular meeting of the Association. No one can be admitted to the meetings of the Trade Committee unless he be a member in good standing.

SEC. 5. It shall be the duty of each delegate to inform himself of the wants and evils of the shop he represents, and report the same to the Committee; he shall answer all questions of the Committee concerning the workings, etc., of his shop; he shall attend the twelve (12) monthly meetings for which he was elected; it shall also be his duty to fill out the Statistician's blanks, inform the President of any vacancy, and act as Collector in his shop.

SEC. 6. The delegate in each establishment, shall report to the President of the S. A. any

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member in his establishment violating the Constitution within twenty-four (24) hours under a penalty of a fine of five (\$5) dollars.

## ARTICLE XX.

### SHOP COMMITTEES.

SECTION 1. It shall be the duty of every Delegate, immediately after his election or appointment, to notify the President of the S. A. of such fact.

SEC. 2. He shall thoroughly canvass the establishment under his charge, and use all honorable means to induce all employed therein to become members of the S. A.

SEC. 3. He shall immediately ascertain from any stranger obtaining employment in his establishment, whether he is a member of the Association, whether he holds a membership book, where he was last employed, how long he has worked in the city, and such other matters as may be necessary to a knowledge of his antecedents.

SEC. 4. He shall collect the dues (and assessments, if any) of the the members of the Association employed in his establishment every month, turning the same over to the Secretary of the S. A. immediately thereafter, and taking proper receipts therefor. He shall also for this purpose keep a small memorandum book, in which he shall enter the names of the members and the amounts paid by them respectively each month,

which book he shall, on retiring from such Delegateship, hand over to his successor or to the Secretary of the S. A.

SEC. 5. He shall see that the law in regard to giving the preference of work to Union men is strictly carried out, and immediately report in writing to the President of the S. A. all violations thereof. He shall also report in writing all violations of the Constitution and By-Laws.

SEC. 6. He shall report monthly, in writing, to the Trade Committee the condition of the establishment in which he may be the Delegate, the number of members in good standing and the number in arrears.

SEC. 7. He shall report at once all matters of dispute between the employers and the men employed in his establishment to the President of the S. A.

SEC. 8. He shall decide all disagreements or disputes between the members of the S. A. employed in his establishment, and such decision shall in all cases be binding until reversed (on appeal) by the Executive Board.

SEC. 9. On leaving the office in which he may be employed he shall immediately notify the Secretary of the fact, at the same time reporting the name of some competent member of the S. A. for appointment in his stead, provided such establishment shall not have elected a Delegate to fill the vacancy occasioned by his leaving.

SEC. 10. For each and every neglect to carry out, or for violation of the foregoing rules the Delegate shall be fined one (1) dollar.

### ARTICLE XXI.

S. A's shall stand fully invested with power to adopt such By-Laws and Rules of Order from time to time as may be deemed expedient, providing they do not in any way conflict with the Constitution of the General or Subordinate Associations and provided further, that such By-Laws be sent to the General President to be approved by the General Executive Board. Immediately upon the approval of the Board, the By-Laws submitted shall go into effect.





DECISIONS OF  
GENERAL PRESIDENT  
APPROVED.

DECISIONS OF  
GENERAL PRESIDENT  
APPROVED.

1. The General President is the officer to receive the official notice of the death of a member in good standing. Art. IX, page 21, Constitution G. A.

(Decision asked for by S. A. 5.)

2. Initiates are obliged to pay pending assessment or assements.

The heirs being entitled to benefit in the event of their death on the night of their initiation, it is simple justice to the living that they have contributed in life to the fund from which the benefit is drawn.

(Decision asked for by S. A. 5.)

3. Progression in the Mortuary Fund is by the month. A member retrograded from Class A to Class D remains in Class D, provided he pays his indebtedness to the Mortuary Fund within sixty (60) days and be not further retrograded, for one (1) month, when he advances to

Class C. At the end of the second month he advances to Class B, and at the end of the third month he enters Class A.

This works exactly on the same scale as the one for initiates or newly elected members. This decision has been amended. (See Article VIII, General Constitution.)

(Decision asked for by Mortuary Secretary.)

### MISCELLANEOUS DECISIONS.

4. The G. A. cannot act in the case of the election of members. This remains a matter with the S. A. If, however, it can be shown that the Constitution has been violated in the admission of a member, and the attention of the S. A. has been called to the fact that it has violated the Constitution, and the S. A. refuses to take cognizance of the violation, it is then the privilege of any member to appeal to the G. A.

(Decision asked for by seven members of S. A. 1.)

5. The S. A. cannot compel a member to give good reasons for resigning his membership. If the member be in good standing, and not under charges, and he desire to resign, his reasons cannot be demanded.

(Decision asked for by S. A. 8.)

6. It is contrary to the Constitution for an S. A. to admit to membership a transferred member until the S. A. to which he makes applica-

tion has ascertained that the member seeking admission is clear on the books of the S. A. from which he was transferred.

The evidence is to be furnished by the S. A. transferring.

(Decision asked for by the Mortuary Secretary.)

7. Can a member who has been locked out and on the lockout pay roll, providing he accepts a temporary position, be restored to the pay roll when the position is ended?

Decision. We have nothing to guide us but justice in such cases.

If the brother has been placed in a position which is known to be but temporary, it seems to me that when the job is finished, and providing he is unable to be placed in some other position, he ought to be restored to the pay roll, and I so decide.

(Decision asked for by S. A. 5.)

8. Can a brother who desires to withdraw from the Association, with the intention of going into another business, receive a withdrawal card?

Decision. Since we have no provision in our laws governing the case in question, and since it seems to me that the spirit, purpose, and intent of our Association is to act fairly and justly with all, I therefore decide that a member withdrawing or resigning from the Association with

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the intention of entering some business other than lithography, shall, if he so desires, receive an honorable withdrawal card. Should he again desire to become a member, providing at the time of application he is eligible (Article II., Sec. 2, Constitution of General Association, and Article I., Sec. 2, Constitution of Subordinate Association), he shall deposit his withdrawal card, and upon a two-thirds vote of the members present at a regular meeting he shall be admitted to membership.

(Decision asked for by S. A. 5.)

9. Is the expelled member wishing to join again within thirty (30) days or sixty (60) days to be proposed on the new application blank as a new member, given a new roll number, pay his initiation fee over again and his arrearages beside?

Explanation—You will note the radical change which has been made in regard to the time wherein a member is liable to be expelled. Under the old law he had fifteen(15) months; under the new law he has but three (3) months. It is the intention to grant those who had been expelled for the non-payment of dues, fines, and assessments an opportunity, providing they manifested a desire to return within thirty or sixty days, to become members at the sacrifice only of the retrogression in the classes of the Mortu-

ary Fund and the payment of all indebtedness due to the S. A. at the time of the expulsion.

Decision—I therefore decide:—Firstly, that expelled members must be proposed by a member in good standing and upon a blank “Application for Membership”; secondly, the proposition may be acted upon at the meeting at which it is presented, which is that the candidate may be elected at the same meeting that his application is offered; thirdly, he shall not be required to pay an initiation fee, but must pay all his indebtedness to the S. A. at the time of his expulsion; fourthly, all expelled members must be reported to the General Secretary-Treasurer and the Secretary-Treasurer of the Mortuary Fund, and, having been so reported and afterward readmitted, they must then receive a new roll number.

This decision applies only to those who make application for readmission within thirty (30) or sixty (60) days from the date of expulsion, and who have been expelled for the non-payment of dues, fines, and assessments.

(Decision asked for by S. A. 5.)

10. Can an S. A. refuse its consent to the admission of an applicant in another S. A. when the applicant has been expelled for the S. A. refusing its consent, for non-payment of dues while we were connected with the K. of L.?

Decision—The S. A. from which the applicant was expelled for the non-payment of dues while we were affiliated with the K. of L. has the power, through its Executive Board, to fix the terms upon which the applicant may be readmitted to membership, and a two-thirds vote of the members present at a regular meeting shall be required to elect the candidate to membership.

(Decision asked for by S. A. 5.)

11. Can an apprentice who is serving his last year of apprenticeship be proposed as a member?

Decision—A candidate to be eligible to membership must have served four years at the branch specified in his application. Article I, Section 2, page 34, Constitution of S. A.'s, again Article XV, Section 6, page 57, Constitution of S. A.'s clearly defines the duty of S. A.'s in admitting apprentices.

(Decision asked for by S. A. 4.)

12. Are apprentices admitted in the fourth year of their apprenticeship compelled to pay Mortuary Assessments, they being but probationary members?

Apprentices are probationary only in the sense of preparatory education to fit them to be qualified for full membership when the year ends. With one exception they must possess all the qualifications essential to membership at the time they are proposed. The exception men-

tioned is their time of service at the business. They are admitted after three years. All others must have served at least four years.

Firstly—Apprentices must pay the initiation fee.

Secondly—All members are compelled to pay Mortuary Assessments. As the apprentices are admitted to membership and as there is no provision in the law exempting them from the payment, they therefore must pay Mortuary Assessments.

Thirdly—As the Constitution exempts them from the payment of dues and as the per capita tax is paid by the S. A. from the dues collected from the individual member, they therefore are exempt from the payment of per capita tax for one year.

Fourthly—They are enrolled in regular form, but as apprentices.

(Decision asked for by S. A. 3.)

13. A question has been brought to our attention by S. A. 3, when it asks, "Is the standing of a member in the event of death taken from the books of the Mortuary Secretary or the books of the S. A.?" The reason why the question is asked is because it seems that it has been the custom for S. A.'s to collect assessments which have expired, from the members and retain them until such time as they were sending in another



assessment list. The time between the payment made by the member to the S. A. and the time it would be forwarded to the Mortuary Secretary might be fifty or sixty days. It would be until such time as another assessment would be called for by the G. A. It will be seen at a glance that in all such cases the member would be expelled on the Mortuary Secretary's books, while on the books of the S. A. he would be in good standing.

If such has been the practice it is all wrong, and I have decided that the individual payment of assessment or assessments made by the members after the constitutional time of paying such assessment has expired must be reported to the Mortuary Secretary at once.

July 10, 1896.—Affirming the position taken by the Mortuary Secretary, that the names of the S. A. Executive Board must be affixed to the application of an expelled member, when the member's admission is accepted on the report of the S. A. Executive Board.

(Decision asked for by S. A. 5.)

July 26, 1896.—Sustaining the position taken by the President of S. A. 4, when he permitted the pressmen in the Clinton Lithograph Co. to feed the presses. The feeders having demanded that they have the right to name all apprentices in the pressrooms of the lithographing estab-

lishments of Chicago, this being refused they went out on strike.

(Decision asked by S. A. 4.)

August 17, 1896.—Can the Mortuary Benefit be paid in the case of a member who has never signed his Benefit Certificate, sickness being the cause of his failing to sign?

Answer—While it is of the utmost importance that the signature of the member be attached to his Benefit Certificate, yet in this case where there is a possibility that the brother was sick and unable to come to the meeting to sign and obtain his certificate; it would be an injustice to his beneficiaries to deprive them of his benefit, and I question if we were to do so if we would be sustained by law, providing the brother has in all other respects kept himself in good standing, and save in the particular mentioned case has complied with our laws.

Decision.—I therefore decide that if there be no other objection, constitutional and legal, that the benefit is to be paid.

(Decision asked by S. A. No. 17.)

August 20, 1896.—In the case of Brother Krauss, of Philadelphia, who died, leaving his benefit to his children who were minors, the question was asked, "Was it necessary to have a guardian appointed?"

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Decision.—I am advised that according to the laws of Pennsylvania a guardian is required in all such cases, therefore, although it may be a little trouble, yet the laws of the State will have to be complied with, and I so decide.

(Decision asked for by S. A. No. 14.)

September 24, 1896.—Denying the request of S. A. No. 4 that a charter be granted to the new organization of Feeders in the city of Chicago.

Decision.—To grant the request would be in violation of our Constitution, which specially names those who shall be eligible for membership, and as we cannot depart from the provision therein prescribed, your request will have to be denied.

October 20, 1896.—This decision bears on the protest of S. A. No. 2 against the admission of Emil Schuler and Jacob Goekel to membership in S. A. No. 11. It appears from the evidence submitted that during the strike in Dunston & Co. in Buffalo, Schuler and Goekel took the places of two of the brothers who were on strike. Schuler came from Rochester to accept the place, and Goekel, who at the time was a transfer apprentice, left Gies & Co. to go to Dunston. S. A. No. 2 endeavored in every way to get these men to leave, but did not succeed.

At a regular meeting of S. A. No. 2 the following resolution was passed: That all non-union men who took the places of union journeymen should in the event of making application, be charged Fifty Dollars (Schuler at that time was an expelled member of S. A. No. 2), and all apprentices should pay Twenty-five Dollars.

S. A. No. 11 questioned the right of S. A. No. 2 to impose a penalty on those who were not directly under its jurisdiction, and submitted the question for a decision.

Decision.—The question at issue is: Had S. A. No. 2 the power to impose this penalty on those who were not directly under her jurisdiction as members of the Association? It seems to me it had, and I so decide the question submitted.

Explanation.—The penalty imposed is a payment of money as a punishment for an offense committed.

There is no denial made of the offense having been committed; yet it is a question of power to inflict the punishment, and while it is granted that as long as the offenders remained outside of the jurisdiction of the power the punishment could not be inflicted, yet it must likewise be admitted that, when they came to the power asking its protection, that before receiving the protection asked for they must make reparation for the injury they have done.

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There is one thing we have to keep clear in mind, that in all cases like the one in question the injury done was not done to S. A. No. 2 alone, but to all the S. A.'s, and we cannot be too guarded to see that those who knowingly and willfully commit an offense against the Association are not permitted to harbor the erroneous impression that removal from the city, where they have done the injury, relieves them from the responsibility of their action.

(Decision asked for by S. A. No. 11.)

S. A. No. 11 in this case appealed from the decision of the General President.

The General Executive Board sustained the decision.

November 6, 1896.—Must an expelled member purchase a new Benefit Certificate?

Explanation.—If an expelled member, who, when readmitted to the Association, be permitted to have his old certificate in force, the certificate would ante-date his membership; this condition would not only be inconsistent but contrary to all usage and reason.

A member's standing in the Association is reckoned from the date of his initiation or readmission, and since the certificate is the agreement which he signs, it must be uniform as to date with his membership.

Decision.—I therefore decide that expelled members, when readmitted, must obtain a new Benefit Certificate.

(Decision asked for by S. A. No. 5.)

November 26, 1896.—Must expelled members, who make application for readmission after the expiration of sixty days from the date of expulsion, be required to pay an initiation fee and purchase a Benefit Certificate?

(Decision asked for by S. A. 5.)

Decision.—Expelled members who fail to make application for membership within sixty days from the date of expulsion shall be required to pay an initiation fee and purchase a Benefit Certificate.

(Decision asked for by S. A. No. 5.)

December 5, 1896.—Has an S. A. the power of levying an assessment, regulating the assessment according to the weekly earnings of its employed members, for the purpose of relieving the wants of the unemployed, and in the event of some of the members refusing to pay the assessment does Article III, Section 2, page 38, Constitution S. A. bear on their case?

Explanation.—The question which you submit is one which rests in my opinion entirely with the S. A.

It is now and has always been the purpose of our laws to permit our S. A.'s the fullest power

in local government, consistent with the preservation of the autonomy of the General Association; consequently when in the judgment of a majority of the members, it is essential to provide a means whereby their interests may be protected, I cannot find anything in our laws which prohibits them from so acting, consequently I am of opinion that the members refusing to pay are amenable to the Article you quote.

(Decision asked for by S. A. 4.)

March 13, 1897.—What rights has an apprentice in search of employment?

Answer.—An apprentice being a member restricted as to the prerogatives of membership, is in every sense but a conditional member, better termed probationary. Should he at the end of his probationary year, which would be the termination of his apprenticeship, fail to satisfy the Membership Committee of his competency as a workman, the Committee would so report to the S. A., upon whose action his acceptance as a member would depend.

It is therefore a self-evident proposition that an apprentice is in no way entitled to any greater latitude, when in search of employment, than is accorded by the laws, as defined in the Constitution, to a regular member of the Association. He is in every case amenable to the law, and

should he desire to make a change from one city to another, he must before making the change, ascertain from the President of the S. A. in the city where he intends going, whether he can be permitted to go. Article IX, Section 2, Constitution S. A.

(Decision asked for by S. A. 3.)

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